



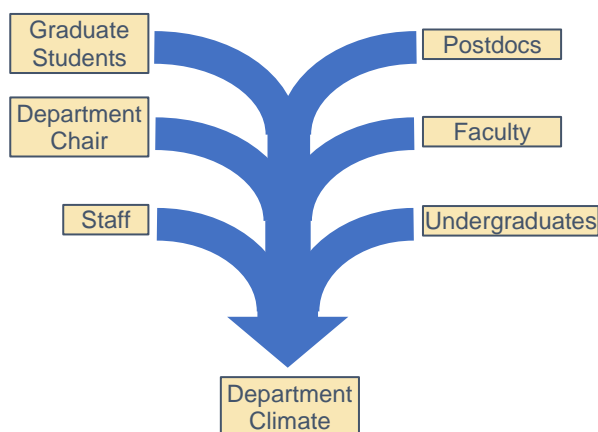
Women in Science – 3<sup>rd</sup> Erlangen Symposium

## Thriving in the College of Chemistry: Assessing and Improving Academic Culture

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The Department of Chemistry at UC Berkeley has undertaken a multiyear effort to create an inclusive academic research culture. In an initiative led by graduate students a department-tailored academic climate survey has been developed, which provides quantitative evidence that forms the foundation of annual community discussions between graduate students and faculty.<sup>2</sup> Participation of leadership, faculty, students, and staff have led to a coordinated set of interventions being put in place.<sup>3</sup> Longitudinal assessment indicates a shift in the perception of the academic climate. Using frameworks of belonging and social influence to guide our understanding that alignment of values is important for inclusion and belonging, questions probing faculty, graduate student, and postdoc values and perceptions of values were included on the survey. The results showed that students who perceived better alignment of values were also more likely to indicate they were excited to remain in the discipline. In response to community discussions, we have created a short course to promote discussions of the complexity of the impact of the discipline of chemistry on diverse communities and the responsibility scientists have in the discipline. Development and assessment of the climate survey and short course, along with recent work to extend these methods to undergraduate populations will be presented.



**Figure 1.** Improved department climate is the result of contributions from all members of the community.

### References

- [2] D. D. Brauer et al, *J. Chem. Ed.* **2022**, 99, 338-345.  
[3] C. N. Stachl et al, *ACS Central Science.* **2021**, 7, 910.